



## **3 FAM 6140**

### **BENEFITS WHEN SEPARATED DUE TO EXPIRATION OF LIMITED CAREER EXTENSION, PRESIDENTIAL APPOINTMENT, EXPIRATION OF TIME IN CLASS, RELATIVE PERFORMANCE OR REDUCTION IN FORCE**

#### **Changes**

1. This Change Transmittal issues the following revisions to 3 FAM 6140:
  - **3 FAM 6141, Eligibility for Immediate Retirement Benefits:** A member of the Foreign Service who meets the requirements set forth in 3 FAM 6141.1 for the Foreign Service Retirement and Disability System (FSRDS) or 3 FAM 6141.2 for the Foreign Service Pension System (FSPS), qualifies for immediate retirement benefits. Certain periods of service in a noncareer Foreign Service appointment may count toward the minimum time-in-service qualifications set forth in 3 FAM 6141.1 and 3 FAM 6141.2. Other retirement qualifications (i.e., sufficient creditable service in the FSRDS or FSPS) must also be met;
  - **3 FAM 6141.1, Participants in the Foreign Service Retirement and Disability System (FSRDS):** A participant in the Foreign Service Retirement and Disability System (FSRDS) who is separated under circumstances set forth in 3 FAM 6141 whose reassignment after service under Section 302(b) of the Act the Secretary determines is not in the interest of the Foreign Service, is entitled to immediate retirement benefits computed in accordance with section 806 of the Act;

- **3 FAM 6141.2, Participants in the Foreign Service Pension System (FSPS):** A participant in the Foreign Service Pension System (FSPS) who is separated under circumstances set forth in 3 FAM 6141 whose reassignment after service under Section 302(b) the Secretary determines is not in the interest of the Foreign Service, is entitled to immediate retirement benefits computed in accordance with section 855(b)(2) of the Act; and
  - **3 FAM 6143, Benefits (Severance Pay):** Members of the Service not entitled to severance pay are FSPS participants who meet the age and service requirements for an immediate annuity under 5 U.S.C. 84.
2. If this issuance changed less than half the words, we formatted the changed text in *dark magenta italic*. If this issuance is new or a revision where more than half the words have changed, we did not use *dark magenta italic*. The CT line in each section shows when that section last changed.
  3. Officers are reminded that Department-issued materials not codified in the Foreign Affairs Manual or its supplemental Foreign Affairs Handbook series generally have no regulatory validity (see 2 FAM 1115.2).
  4. The office responsible for the material in this subchapter is the Bureau of Human Resources Office of Retirement (HR/RET). Please direct questions concerning content, substance, and interpretation to this office. Administrative questions on the Foreign Affairs Manual or Handbooks can be directed to A/GIS/DIR, Office of Directives Management.

## Filing Instructions for Paper Copies

1. Remove and discard old subchapter 3 FAM 6140 (TL:PER-477; 08-08-2003) and insert revised subchapter 3 FAM 6140 (CT:PER-683; 09-27-2012).
2. After inserting the material in the binder, insert this Change Transmittal immediately following the CT Checklist, then fill in the entry line for CT:PER-683, and initial.

## Distribution Notice

1. The Foreign Affairs Manual and Handbooks (unclassified) official version can be found on the State Department's Intranet site.
2. All posts and offices keeping paper versions of the Foreign Affairs Manual are responsible for maintaining the FAM on a current basis (see

2 FAM 1116.5).

3. Use **KFAM** and **AINF** TAGS on **all** communications on FAM/FAH issues.